



DEPARTMENT OF THE ARMY AND THE AIR FORCE

NATIONAL GUARD BUREAU
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NGB-ZC-EO

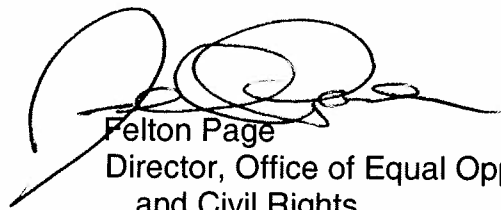
17 January 2007

MEMORANDUM FOR The Adjutants General Of All States, Puerto Rico, The United States, Virgin Island, Guam, And Commanding General Of The District of Columbia

SUBJECT: Special Emphasis Programs Criteria for Department of Defense (DoD) Outreach Awards FY 2007

1. In our continuing commitment to support the minority outreach initiatives of the National Guard. The National Guard Bureau Office of Equal Opportunity and Civil Rights in partnership with the Office of Diversity Management and Equal Opportunity (ODMEO) will engage external groups and host activities to enhance military and civilian recruitment and reinforce our support of White House employment initiatives and Presidential Executive Orders. Planned events are scheduled throughout Fiscal Year (FY) 2007, to coincide with nationally recognized special observances and the annual conference, conventions, and symposia of external groups. These events are listed in the enclosed attachment for the Equal Opportunity/Equal Employment Opportunity Outreach and Diversity Management FY 2007 Calendar that was also distributed in an earlier memorandum.
2. Specific outreach events will include recognition of DoD military personnel and civilian employees. Attached are nomination criteria for FY 2007, recognition ceremonies to be held in conjunction outreach and observance programs. Additional awards and nomination criteria will be announced throughout the year. Please disseminate this information to the appropriate personnel. In every instance, units of the award recipients are responsible for funding the travel and per diem costs associated with attendance at the respective recognition ceremony. Details for each ceremony will be provided by separate correspondence.
3. Ms. Phyllis Brantley is the NGB staff point of contact for this action. She can be reached by telephone at (703) 607-0782, FAX (703) 607-0790, or at e-mail address: Phyllis.brantley@ngb.ang.af.mil.

Encl



Felton Page
Director, Office of Equal Opportunity
and Civil Rights

EQUAL OPPORTUNITY/EQUAL EMPLOYMENT OPPORTUNITY OUTREACH AND DIVERSITY MANAGEMENT FY 2007 CALENDAR

DATE	EVENT/LOCATION/SPONSOR	NGB-EO-CR ACTION OFFICER (A0) AND NG REPRESENTATIVES	DOD EXECUTIVE SERVICE	REMARKS
1.	January 2007 Society of Hispanic Professional Engineers, Inc. (SHPE) 29 th National Technical Career Conference (NTCC) Theme: N/A Location: Chicago, Illinois Sponsor: N/A	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD/ NGB Outreach/Recruit Ms. Brantley / Ms. Ray-Morris Mr. Page	DOD Planning Committee
2.	January 13-16, 2007 Dr. Martin Luther King Jr. Week Theme: TBD Breakfast on TBD Location: TBD Sponsor: Martin Luther King, Jr. Center for Non-violent Social Change, (404) 526-9875/8961/524-1956	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD & Military Officials	DOD Planning Committee
3.	February 2007 Minority Serving Institutions Research Partnerships Conference (MSIRP '07) Theme: TBD DOD Luncheon on TBD Location: TBD Sponsor: Government Agencies	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD & Military Officials	DOD Planning Committee
4.	February 2007 DACOWITS Business Meeting Theme: N/A Location: TBD Sponsor: Defense Advisory Committee on Women in the Services (DACOWITS), (703) 697-5900	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD & Military Officials	DOD Planning Committee
5.	February 2007 African-American history Month Theme: TBD Location: N/A Sponsor: The Association for the Study of Afro-American Life and history, (301) 587-5900	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD & Military Officials	DOD Planning Committee
6.	February 2007 Black engineer of the year Awards Conference Theme: TBD DOD College Student Orientation on TBD Location: TBD Sponsor: Career Communications Group Inc.	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD & Military Officials	DOD Planning Committee
7.	February 2007 African-American history Month DOD Outreach Theme: TBD DOD African-American outreach/Observance Program on TBD Location: TBD Sponsor: ODMEQ, (703) 571-9321	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD & Military Officials	DOD Planning Committee

EQUAL OPPORTUNITY/EQUAL EMPLOYMENT OPPORTUNITY OUTREACH AND DIVERSITY MANAGEMENT FY 2007 CALENDAR

DATE	EVENT/LOCATION/SPONSOR	NGB-EO-CR ACTION OFFICER (A0) AND NG REPRESENTATIVES	DOD EXECUTIVE SERVICE	REMARKS	
8.	March 2007	18 th Annual International Women in Aviation Conference Theme: N/A Location: Orlando, Florida Sponsor: N/A	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD/NGB Outreach/Recruit Ms. Brantley / Jere' Odum Mr. Page Ms. Ray-Morris	DOD Planning Committee
9.	March 2007	National Society of Black Engineers' (NASBE) 33 rd Annual National Convention Theme: N/A Location: TBD Sponsor: N/A	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD/NGB Award Winners Ms. Brantley / Artri Spratling Mr. Page	DOD Planning Committee
10.	April 2007	3 rd Annual African American federal Executives Association (AAFEA) Leadership Development Conference Theme: N/A Location: TBD Sponsor: N/A	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD & Military Officials	DOD Planning Committee
11.	April 2007	The National Association of Hispanic Federal Executives Summit VIII Theme: N/A Location: TBD Sponsor: National Association of Hispanic Federal Executives, 1-877-273-3915	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD & Military Officials	DOD Planning Committee
12.	April 2007	TIYM Publishing Company, Inc. Anuario Hispano-Hispanic Yearbook 21 st Anniversary Theme: N/A Location: N/A Sponsor: N/A	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD & Military Officials	DOD Planning Committee
13.	April 2007	32 nd National Conference on Blacks in Higher Education Theme: TBD Location: TBD Sponsor: National Association for Equal Opportunity (NAFEO)	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD/NGB Ms. Brantley / Ms. Ray-Morris Mr. Page	DOD Planning Committee
14.	April 2007	Patriots Technology Training Center 10 th Annual youth Summit on Technology Theme: A Toolkit for Survival and Success Location: TBD Sponsor: N/A	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD/NGB Invite-Youth Challenge Ms. Brantley / Ms. Ray-Morris Mr. Page	DOD Planning Committee

EQUAL OPPORTUNITY/EQUAL EMPLOYMENT OPPORTUNITY OUTREACH AND DIVERSITY MANAGEMENT FY 2007 CALENDAR

DATE	EVENT/LOCATION/SPONSOR	NGB-EO-CR ACTION OFFICER (A0) AND NG REPRESENTATIVES	DOD EXECUTIVE SERVICE	REMARKS
15. April 2007	Holocaust Remember Day – “Yom Hasboah” Theme: N/A Location: N/A Sponsor: U.S. Holocaust Memorial Council, Linda Lazar, (202) 488-0400	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD & Military Officials	DOD Planning Committee
16. May, 2007	Asian Pacific American Federal Career Advancement Summit Theme: N/A Location: TBD Sponsor: N/A	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD/NGB Ms. Brantley / Ms. Ray-Morris	DOD Planning Committee
17. May 2007	Asian Pacific American Heritage Month Theme: TBD Location: N/A Sponsor: N/A	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD & Military Officials	DOD Planning Committee
18. May 2007	Federal Asian/Pacific American Council (FAPAC), National Leadership Training Conference Theme: TBD DOD Forum on TBD DOD Luncheon on TBD Location: TBD Sponsor: Federal Asian Pacific American Council	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD/NGB Forum Award Winners Ms. Brantley / Artri Spratling Mr. Page	DOD Planning Committee
19. May 2007	35 th Annual National Image, Inc. Training Conference and Exposition & 19 th Annual Salute to Hispanic in the Military Awards Banquet Theme: TBD DOD Forum TBD Military Awards Banquet on TBD NAVY will host service Location: TBD Sponsor: National Image, Inc.	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD/NGB Forum Award Winners Ms. Brantley / Artri Spratling Mr. Page	DOD Planning Committee
20. June 2007	13 th Annual National Sponsored Programs Administrators Alliance of Historically Black Colleges & Universities, Inc. Conference and Advanced Workshop Theme: N/A DOD Luncheon TBD Location: TBD Sponsor: National Sponsored Programs Administrators Alliances of Historically Black Colleges & Universities, Inc., (601) 979-2457	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD & Military Officials	DOD Planning Committee

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DATE	EVENT/LOCATION/SPONSOR	NGB-EO-CR ACTION OFFICER (A0) AND NG REPRESENTATIVES	DOD EXECUTIVE SERVICE	REMARKS
21. June 2007	DOD/HACU Task Force Meeting Theme: N/A Location: TBD Sponsor: ODME0	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD/NGB Ms. Brantley / Ms. Ray-Morris Mr. Page	DOD Planning Committee
22. June 2007	78 th League of United Latin American Citizens (LULAC) National Convention, Federal Training Institute and Youth Federal Career Exploration Forum (YFCED) Theme: TBD Armed Forces Awards Breakfast on TBD DOD Youth Luncheon TBD Location: TBD Sponsor: League of United Latin American Citizen, Brent Wilkes, (202) 833-6130	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD/NGB Forum Outreach/Recruit Award Winners Ms. Brantley / Jere' Odum Mr. Page	DOD Planning Committee
23. July 2007	98 th Annual NAACP National Convention & Diversity Job Fair 32 nd Armed Services Veterans Affairs Awards Dinner Theme: TBD COI Reception (NGB) TBD Armed Services Veterans Affairs Awards Dinner TBD Coast Guard will host service Location: TBD Sponsor: National Association for the Advancement of Colored People (NAACP), Baltimore, MD, Stephanie Hall, (410) 580- 5754	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD/NGB Outreach/Recruit Award Winners Ms. Brantley / Artri Spratling Mr. Page Ms. Ray-Morris Jere' Odum	DOD Planning Committee
24. July 2007	Federally Employed Women (FEW) 38 th National Training Program Theme: TBD DOD Forum TBD Military Awards Banquet TBD Location: TBD Sponsor: FEW, Inc.	NGB-EO-CR (SEP) A/O: Mrs. Brantley (703) 607-0782 DSN: 327-0782 Mr. Page, NG Officials	DOD/NGB Forum Award Winners Ms. Brantley / Ms. Ray-Morris Mr. Page	DOD Planning Committee

Nominations for the DoD African American History Month Recognition Award

1. The 2007 DoD African American History Month Recognition Awards honor Service men and women who have supported the global war on terrorism (GWOT) and demonstrated role model qualities and the core values of their respective Military Service. The period of performance for this award is from February 2006 to February 2007. Nominees are expected to attend recognition events in Hampton, Virginia, on February 21 - 22, 2007 with the concurrence of their command and consistent with mission requirements. The nominee's unit is responsible for paying related per diem and travel costs.
2. Nominations are due electronically (Microsoft Word format) to the Office of Equal Opportunity and Civil Rights **no later than January 20** and should include the following:
 - a. A digital (.jpg format) head and shoulder color or black-and-white photograph of the nominee.
 - b. A single-spaced narrative (not to exceed one page) describing the nominee's accomplishments warranting this recognition.
 - c. A single-spaced biography (not to exceed one page) of the nominee.
 - d. A citation, not to exceed twelve lines, highlighting the nominee's accomplishments.
3. Any questions please contact Ms. Phyllis Brantley, at (703) 607-0782, FAX (703) 607-0790, or at e-mail address: Phyllis.brantley@ngb.af.mil or Mr. Jere' Odum e-mail address: jere.odum@ngb.af.mil.

**Nominations for the Federal Asian Pacific American Council (FAPAC)
Military Meritorious Service Award**

1. The purpose of the FAPAC Meritorious Service Award is to recognize the men and women who have distinguished themselves in the war on terrorism, whose activities best support the ideals of duty, honor, country or who best epitomize the core values and the citizen-warrior attributes of their respective Military Service. Additionally, please consider the outstanding military service members who have made significant contributions to the advancement of Asian Pacific Americans (APAs) and the promotion of Diversity/Equal Employment Opportunity (EEO) in the Federal work force and the APA community. The award criteria are as follows:

- a. Fostering an innovative and harmonic environment between the military and APA civilian community.
- b. Assisting the work force in overcoming discrimination and eliminating barriers that hinder equal opportunity for APAs and other minorities in the armed forces.
- c. Promoting the tenets of civil/human rights, race relations, equal opportunity, affirmative action, human relations, and public service programs within armed forces.
- d. Allowing military members to participate in program activities that will benefit the career development of APAs.
- e. Creating job or training opportunities that will support and contribute to the advancement of APAs in the Armed Forces.
- f. Managing and promoting a diversified work force within the Military Services.
- g. Serving APAs in the community and in the armed forces by reaching out and continuing education that set an example for others to follow.
- h. Encouraging leaders to promote Diversity/EEO program activities that advocate equal opportunity for APAs and members of the civilian and military population.

2. The FAPAC 2007 Meritorious Service Award nominations should be mailed directly to 1411 Jefferson Davis Hwy, Arlington, VA, 22202 attention Phyllis Brantley **no later than March 11**. In addition, send an electronic copy of the package in Microsoft Word format to Ms. Phyllis Brantley, Office of Equal Opportunity and Civil Rights staff point

of contact at e-mail address: Phyllis.brantley@ngb.ang.af.mil or Mr. Jere' Odum e-mail address: jere.odum@ngb.ang.af.mil.

3. The nomination package should be prepared in the following format:

- a. Page 1. Cover or transmittal memorandum.
- b. TAB 1. FAPAC Nomination Form (described below).
- c. TAB 2. A typewritten, single-spaced narrative (not to exceed two pages) describing the nominee's accomplishments, which support the FAPAC award criteria. A typewritten citation (single-spaced, not to exceed eighteen lines of narrative, 12-pitch font, with 1 inch left and right margins) summarizing the nominee's accomplishments for inclusion in the program brochure.
- d. TAB 3. A digital or paper black-and-white or color photograph (head and shoulders) of the nominee for inclusion in the program brochure.

Federal Asian Pacific American (FAPAC) Nomination Form (TAB 1)

Name of the Nominee: _____
Position Title: _____
Grade Level: _____
Department/Agency: _____
Mailing Address: _____
Work Phone Number: _____

Name of individual preparing this nomination: _____
Position Title and Grade: _____
Department or Agency: _____
Work phone number: _____
Work Fax Number: _____
Mailing Address: _____

Nominations for the National Image, Inc. Meritorious Service Award

1. The 2007 National Image, Inc. Meritorious Service Award nominations should be mailed directly to 1411 Jefferson Davis Hwy, Arlington, VA, 22202 attention Phyllis Brantley **no later than March 2**. In addition, send an electronic copy of the package in Microsoft Word format to Ms. Phyllis Brantley, Office of Equal Opportunity and Civil Rights staff point of contact at e-mail address: Phyllis.brantley@ngb.af.mil or Mr. Jere' Odum e-mail address: jere.odum@ngb.af.mil.
2. Nominees are expected to attend the National Image, Inc. awards ceremony in Reno, Nevada, on April 19, 2007 with the concurrence of their command and consistent with mission requirements. The nominee's unit is responsible for paying related per diem and travel costs.
3. Please submit nominations electronically (Microsoft Word format) to include the following:
 - a. A digital (.jpg format) head and shoulders color or black-and-white photograph of the nominee.
 - b. A single-spaced narrative (not to exceed one page) describing the nominee's accomplishments warranting this recognition.
 - c. A single-spaced biography (not to exceed one page) of the nominee.
 - d. A citation, not to exceed twelve lines, highlighting the nominee's accomplishments.
4. The National Image, Inc. Meritorious Service Award is to be presented to a military person who has:
 - a. Distinguished him or her self by promoting the tenets of civil/human rights, race relations, equal opportunity, affirmative action, human relations, and/or public service.
 - b. Enthusiastically supported the civil rights of Hispanics.
 - c. Has endorsed the full integration and promotion of women and minorities in the armed forces.
 - d. Promoted a positive understanding of the armed forces among and between Hispanics and members of the military and civilian population of the nation.

- e. Fostered innovative and creative involvement within a community (civilian or military) of all race and ethnic backgrounds that benefits the employees and/or residents.
- f. Promoted programs and activities that advocate equal opportunity for Hispanics in the federal workplace.
- g. Displayed the outstanding qualities that distinguish him/her as a leader.
- h. Believed in and practiced the tenets of a democratic society, including the U.S. Constitution, the belief that all people are created equal, and that freedom is a right that must be protected at all times.

**Nominations for the League of United Latin American Citizens (LULAC)
“Excellence in Military Service Awards”**

1. The LULAC 2007 “Excellence in Military Service Awards” will be presented at the 2007 annual LULAC national convention during the Department of Defense (DoD) Armed Forces Breakfast scheduled for July 12, 2007 in Chicago, Illinois. Complete Award nominations should be mailed directly to 1411 Jefferson Davis Hwy, Arlington, VA, 22202 attention Phyllis Brantley **no later than June 12.** In addition, send an electronic copy of the package in Microsoft Word format to Ms. Phyllis Brantley, Office of Equal Opportunity and Civil Rights staff point of contact at e-mail address: Phyllis.brantley@ngb.af.mil or Mr. Jere’ Odum e-mail address: jere.odum@ngb.af.mil.

2. Packages should include the following:

- a. A black and white or color, high resolution digital (jpg file) head and shoulders photo of the nominee.
- b. A typewritten, single-spaced narrative (not to exceed two pages) describing the nominee’s accomplishments that support the LULAC award criteria.
- c. A typewritten citation (single-spaced, not to exceed eighteen lines of narrative, 12-pitch font, with 1-inch left and right margins) summarizing the nominee’s accomplishments for publication in a program brochure.

3. Criteria. LULAC will present awards to the men and women who have distinguished themselves in the war on terrorism, whose activities best support the ideals of duty, honor, country, and who best epitomizes the core values and citizen-warrior attributes of their respective Military Service.

Nominations for the National Association for the Advancement of Colored People (NAACP) Roy Wilkins Renown Service Award

1. The NAACP 2007 Roy Wilkins Renown Service Award nominations should be mailed directly to 1411 Jefferson Davis Hwy, Arlington, VA, 22202 attention Phyllis Brantley **no later than May 4**. In addition, send an electronic copy of the package in Microsoft Word format to Ms. Phyllis Brantley, Office of Equal Opportunity and Civil Rights staff point of contact at e-mail address: Phyllis.brantley@ngb.af.mil or Mr. Jere' Odum e-mail address: jere.odum@ngb.af.mil.
2. Packages should include the following:
 - a. A black-and-white or color, high-resolution digital (jpg file) head and shoulders photo of the nominee.
 - b. A typewritten, single-spaced narrative (not to exceed one page) describing the nominee's accomplishments that support the NAACP award criteria below.
 - c. A typewritten citation (single-spaced, not to exceed twelve lines of narrative, 12-pitch font, with 1 inch left and right margins) summarizing the nominee's accomplishments.
3. The NAACP Roy Wilkins Renown Service Award is to be awarded to a military member or Department of Defense civilian employee who has:
 - a. Distinguished him or her self by making a significant contribution to his/her country in the area of civil/human rights, race relations, equal opportunity, affirmative action, human resources, and/or public service.
 - b. Enthusiastically supported the civil rights movement.
 - c. Supported the full integration and promotion of minorities and women within the Armed Services.
 - d. Fostered support and understanding of the Armed Services among and between minority and non-minority members of the military and civilian population of the nation.
 - e. Fostered innovative and creative involvement within a community (civilian or military) that resulted in positive action on behalf of the residents.
 - f. Fostered better understanding between the races both in the Armed Forces and the private sector.

- g. Been committed, involved and dedicated to the civil rights movement in the Federal sector.
- h. By his or her actions, made personal sacrifices resulting in significant contributions to civil/human rights.
- i. Displayed the outstanding qualities that distinguish him/her as a leader and not a follower.
- j. Believed in and practiced the tenets of a democratic society, including the U.S. Constitution, the belief that all people are created equal, and that freedom is a right that must be protected at all times.

Nominations for the Blacks In Government (BIG) 2007 Meritorious Service Award

1. The BIG 2007 Meritorious Service Complete Award nominations should be mailed directly to 1411 Jefferson Davis Hwy, Arlington, VA, 22202 attention Phyllis Brantley **no later than July 10**. In addition, send an electronic copy of the package in Microsoft Word format to Ms. Phyllis Brantley, Office of Equal Opportunity and Civil Rights staff point of contact at e-mail address: Phyllis.brantley@ngb.ang.af.mil or Mr. Jere' Odum e-mail address: jere.odum@ngb.ang.af.mil.

2. Packages should include the following:

- a. A black-and-white or color, high-resolution digital (jpg file) head and shoulders photo of the nominee.
- b. A typewritten, single-spaced narrative (not to exceed two pages) describing the nominee's accomplishments that support the BIG award criteria.
- c. A typewritten citation (single-spaced, not to exceed sixteen lines of narrative, 12-pitch font, with 1 inch left and right margins) summarizing the nominee's accomplishments sent as a Microsoft Word document.
- d. A one page typewritten biography.

3. The National Guard Bureau may submit one military nominee and one civilian nominee for receipt of the BIG Meritorious Service Award.

4. The BIG Meritorious Service Award is to be awarded to a military member and Department of Defense civilian employee who has significantly contributed to the Global War on Terrorism through outstanding support to the mission of their organization and meeting one or more of the following criterion:

- a. Demonstrating support for the full integration and promotion of African Americans within the Armed Services or federal civilian work force.
- b. Promoting the tenets of civil/human rights, race relations, equal opportunity, affirmative action, human relations and public service programs.
- c. Creating opportunities that support and contribute to the mentorship or development, and advancement or retention of African Americans in government service consistent with merit principles.
- d. Eliminating barriers that hinder equal opportunity of African Americans or promoting programs and activities that advocate equal opportunity.

- e. Contributing to the selection, promotion or retention of African Americans in senior grade level positions and under-represented occupations.
- f. Displaying exceptional character that distinguishes the individual as an outstanding leader, role model or mentor in promoting the development or advancement of African American military or civilian personnel.
- g. Increasing significantly the participation of Historically Black Colleges and Universities (HBCUs) in federal programs and enhancing the capacity building and infrastructure development of these institutions.
- h. Increasing significantly the opportunities for Historically Black Colleges and Universities to participate in and benefit from DoD programs involving contracts and grants, student and faculty employment, Research and Development, and the Reserve Officer Training Corps.
- i. Making personal sacrifices by his/her actions, resulting in significant contributions toward the development or advancement of African Americans.
- j. Distinguishing her or him self as a leader and mentor for African American youth, especially promoting their participation in science, technology, engineering and mathematical educational programs and technical career fields.